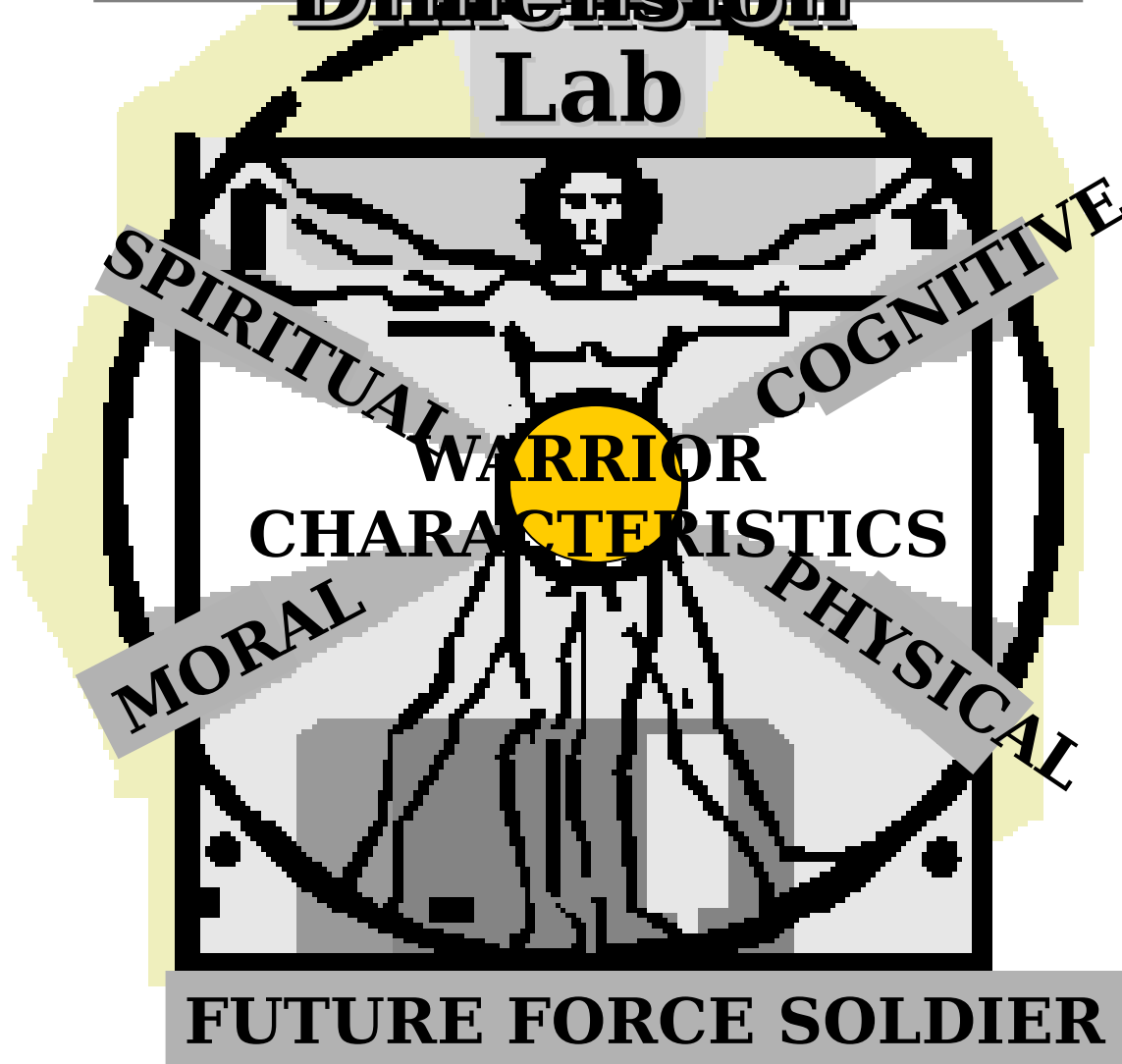


“The HDL will look at Soldiers from the skin in” -

LTG Dennis Gavin

Human Dimension Lab



Purpose

Provide an Update on the HDL

Agenda

- Genesis
- Mission
- Task Force Domain Dynamic
- Organizational Relationships
- Charter
- Strategic Azimuth and HDL Priorities
- Operational Milestones
- Generate Collaboration & Build Drive
- Research
- APFS Priorities

Genesis

Newsline Careers

Army Times 28 April 2003

Fast food, video games may mean new PT

Army may adjust basic training due to sedentary youth lifestyle

By Jim Tice

TIMES STAFF WRITER

FORT MONROE, Va. — The unhealthy diets and sedentary lifestyles of America's young people may lead the Army to adjust its PT in basic training.

"We know that kids are coming to us in a much different physical condition than they were just two years ago," said Lt. Gen. Dennis Cavin, commander of Accessions Command, the organization responsible for the recruitment and training of new soldiers.

"Not all, but a lot of them are not physically fit."

Cavin said virtually all the world's major military forces, not just the United States, are experiencing higher injury rates in basic

training than in the past. "These are lower extremity injuries, generally speaking, with such things like stress fractures, shin splints and cracked pelvises."

Army medical and training officials suspect that bad diets are the cause. "We know that the bone density of today's youth is almost 15 percent less than it was 20 years ago," Cavin said.

"Kids today do not eat spinach or drink milk."

To respond to the near-term challenge of conditioning these soldiers, the Army has launched a pilot program at Fort Jackson, S.C., to determine if the current system of physical training in basic training needs adjustments.

"We need to determine if the ex-



'We know that kids are coming to us in a much different physical condition than they were just two years ago.'

LT. GEN. DENNIS CAVIN
COMMANDER OF ACCESSIONS
COMMAND

ercises in Field Manual 21-20 (Physical Fitness Training) are sequenced properly and with the right segments of progression so we don't injure people," Cavin said. "We also need to determine where the weakest piece is. ... We think it may be the upper body, and if that's so, maybe we should

go back to pull-ups."

Cavin said the pilot program also will help officials determine when is the best time to administer a diagnostic PT test to basic trainees.

"Is it the first 48 hours? I don't know. We have not conditioned the person, so maybe it's better to wait two weeks; put the soldier through some training, then do an assessment," he said.

Accessions Command and other elements of the Army's training and medical communities also are looking at initial entry training requirements for the end of the decade.

"We need to look at such things as how are we going to teach adaptive thinking. We also have to determine what will be the skills for small-unit success in the Objective Force that we have no way of teaching today," he said.

To support the research efforts,

Accessions Command will establish a Human Dimensions Laboratory at Fort Jackson in July. "It will be headed by a colonel with a background in physiology or sports medicine," Cavin said.

Participating in the lab likely will be the Physical Fitness School, West Point's Physical Education Department, the Army Research Institute, Rand Arroyo Center, the psychiatric community, Center for Accessions Research and the Recruiting and Retention School.

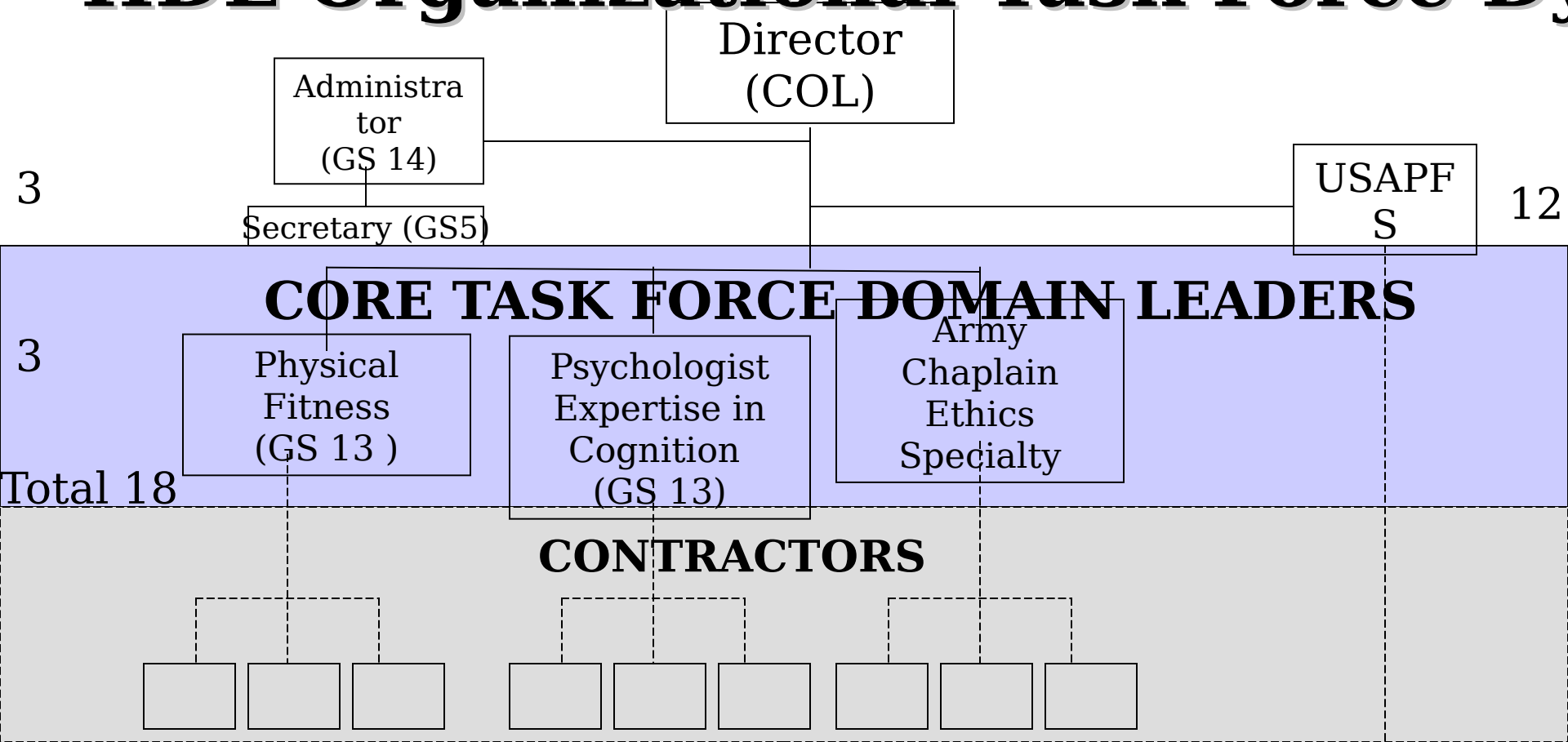
"We want this small organization to be the nucleus for all the activities that are going on in the Army and be a place that can initiate policy changes," he said.

Cavin said just as other projects look at what soldiers will wear and carry in the Objective Force, the Human Dimensions Laboratory "will help us look at the soldier from the skin in." □

HDL Mission Statement

As the specified proponent of the Commander of USAAC, the Commander USATC-FJ executes the acquisition of knowledge in the cognitive, spiritual / ethical and physical domains of the human dimension in support of accessions policy development and the Future Force Soldier concept.

HDL Organizational Task Force Dy



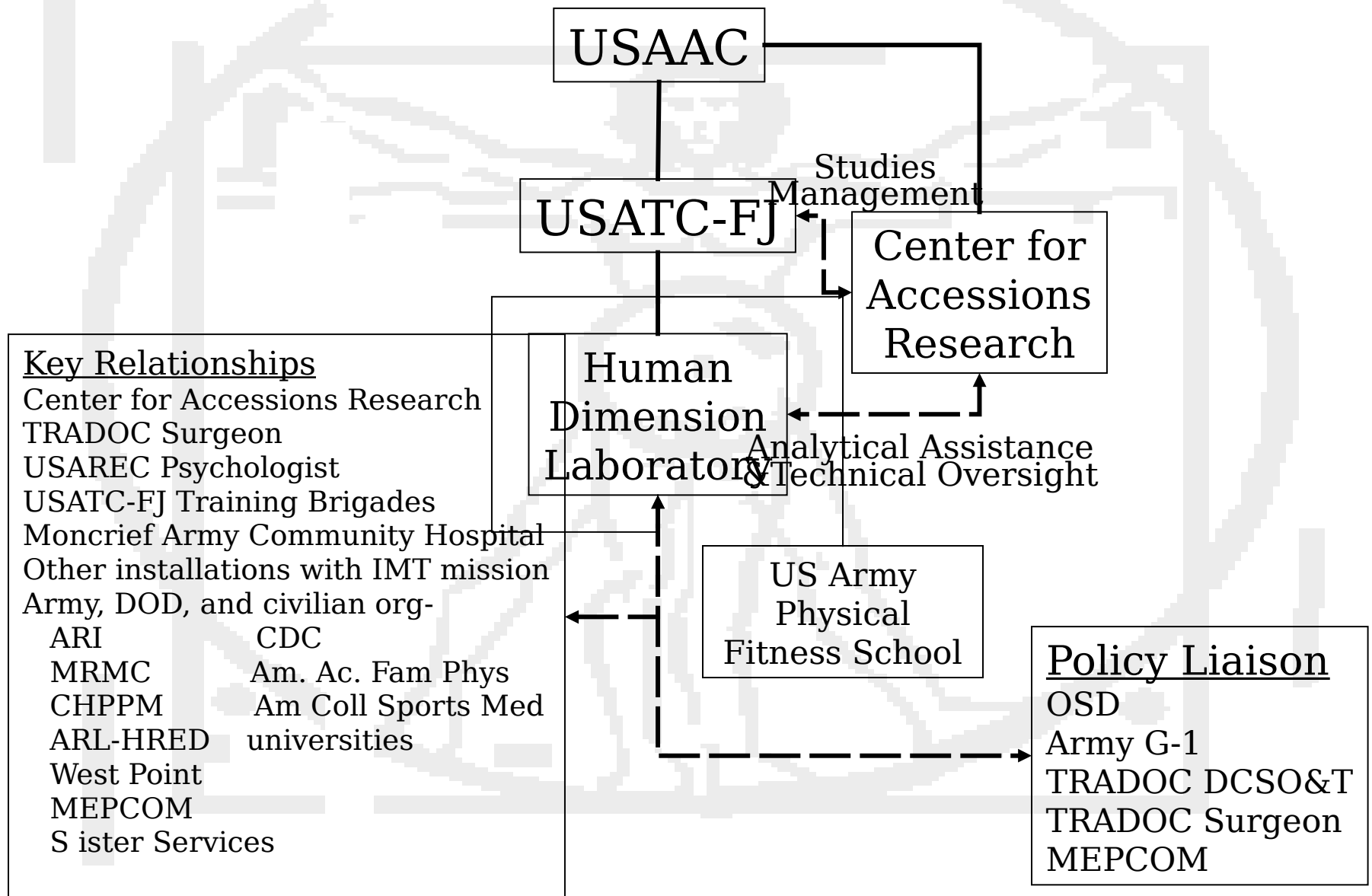
Key Relationships

Center for Accessions Research, TRADOC Surgeon, USAREC, Psychologist, USATC-FJ Training Brigades, Moncrief Army, Community Hospital, Other installations with IMT mission
Army, DOD, and civilian org- ARI , CDC, MRMC, Am. Ac. Fam Phys , CHPPM, Am Coll Sports Med, ARL-HRED universities West Point, MEPCOM, USAJFKSWCS, Sister Services

USAPFS Customers

Operational Army
Army G-1
TRADOC
West Point
BCT/AIT/OSUT Organization
Branch Propensity Offices

HDL Organizational Relationships



HDL Charter

The HDL will focus on the Soldier as the centerpiece of the Future Force Transformation. This focus will be aimed at the human dimension of the **Future Force Soldier Model characteristics** across the **Future Force Training Strategy**. The HDL will identify current and potential IMT Future Force Soldier initiatives and innovations in the public, private and DoD sectors. Through a collaborative and evolutionary methodology, HDL will unify pertinent efforts across multiple disciplines, and integrate evidence-based information into Army accessions and training programs and policies.

FDL Strategic Azimuth

Evolutionary Methodology

F Domain Concept

Work Shop
Pilot Program
Draft the Policy
Implement

**Future Force
IMT / IET**

1

2

3

4

Injury Reduction

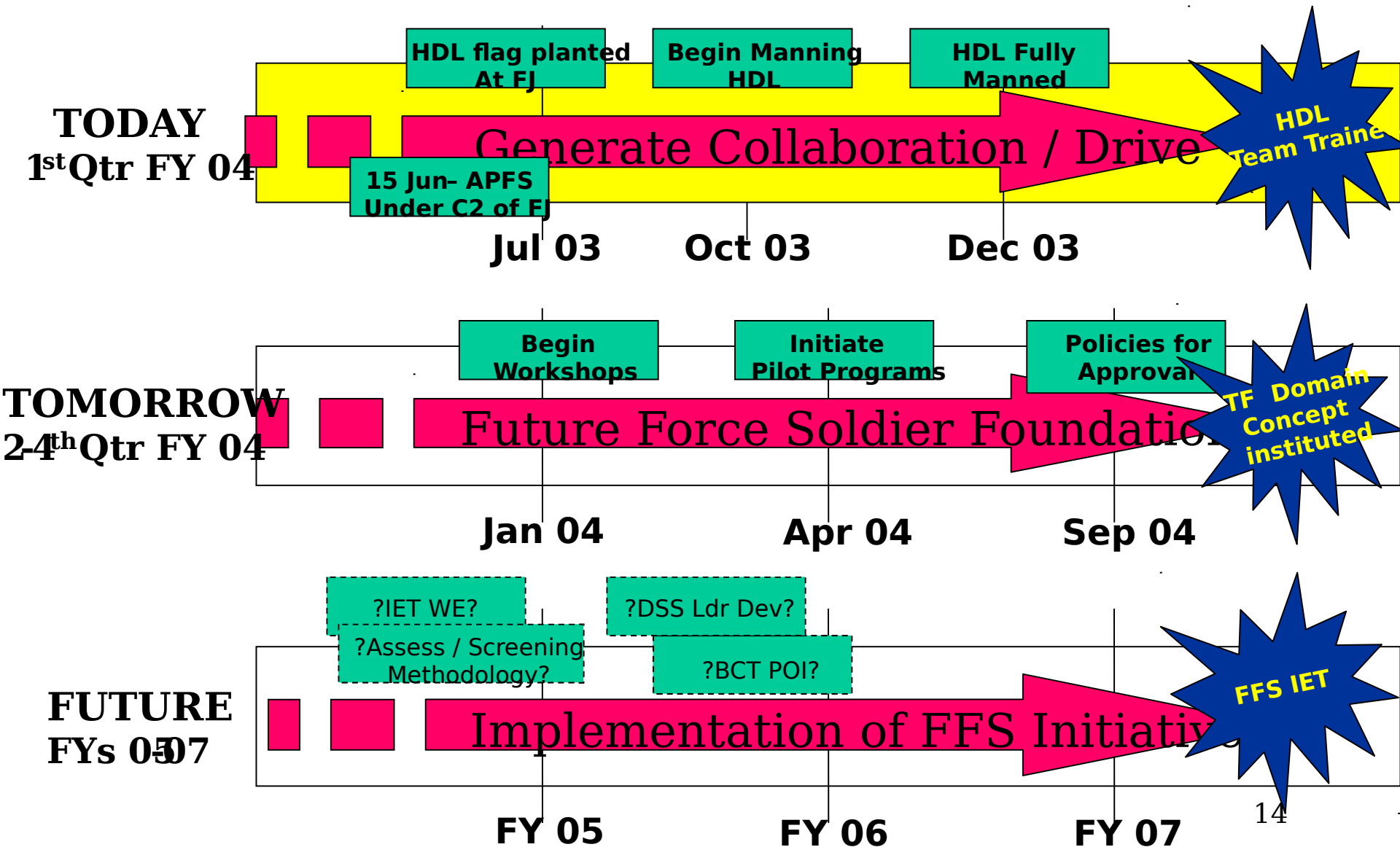
Attrition Reduction

Warrior Ethos

FFS BCT

Future Force Training Strategy

Operational Milestones



Generate Collaboration & Build Drive

- Visited and Briefed Other Services “BCT Like” Training (1 of 2)
 - ✓ Lackland
 - ✓ Parris Island
 - ✓ Cape May
 - ✓ Great Lakes
- Visited and Briefed HQs MEPCOM and San Antonio ME
- Briefed Chief of Chaplains and Requirement for Chaplain
- Participated in USAAC Council of Colonels
- Participated in CAR Quarterly Attrition Working Group
- Participated in the IET A-Z Review

Generate Collaboration & Build Drive

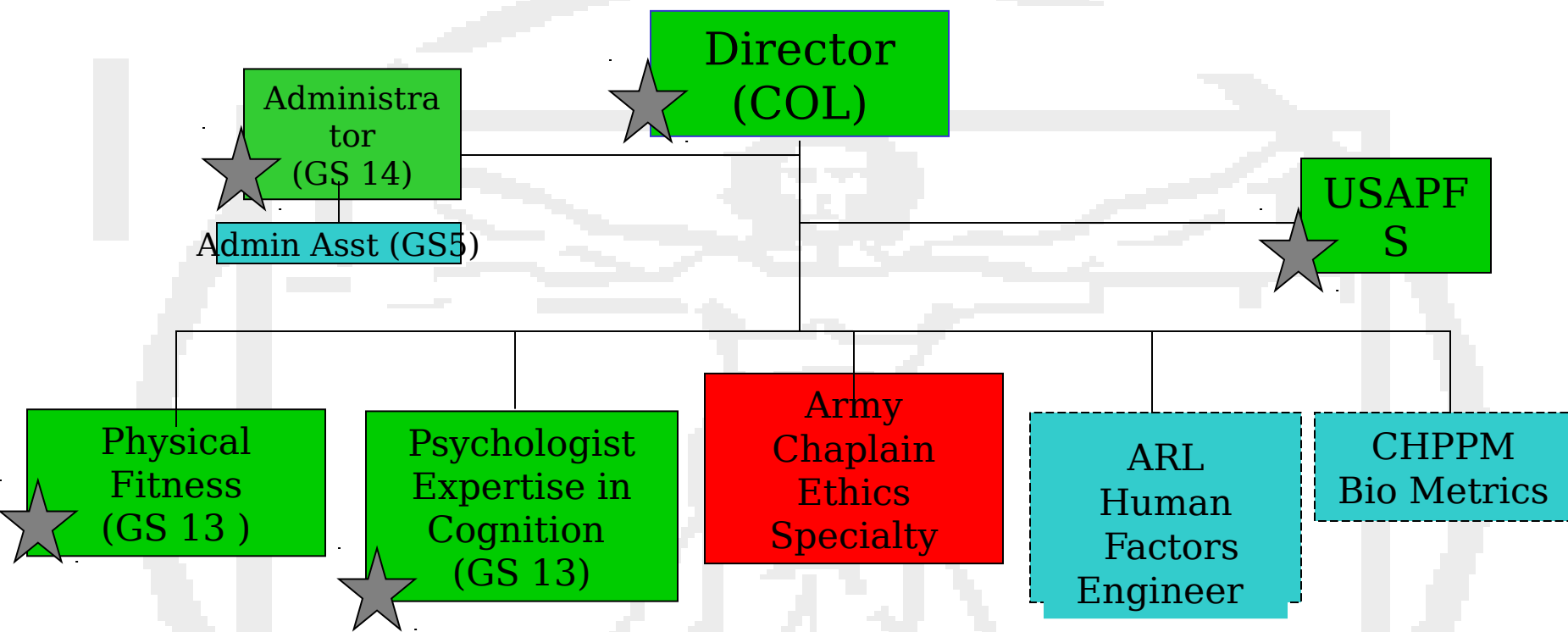
(2 of 2)

- Crafted Concept Plan and POM Statement - Submitted to
- Crafted HDL Operational Statement
- Crafted Terms of Reference for HDL and APPS Program
- Conducted Hiring and Interview Process for Three GS L
- Equipped Offices and Established Communications
- Collaborated with the CAR to develop, staff, and finalize the CG USAAC to CG, USATC-FJ HDL Charter

To Become
USAAC Reg

HDL Program

Manning



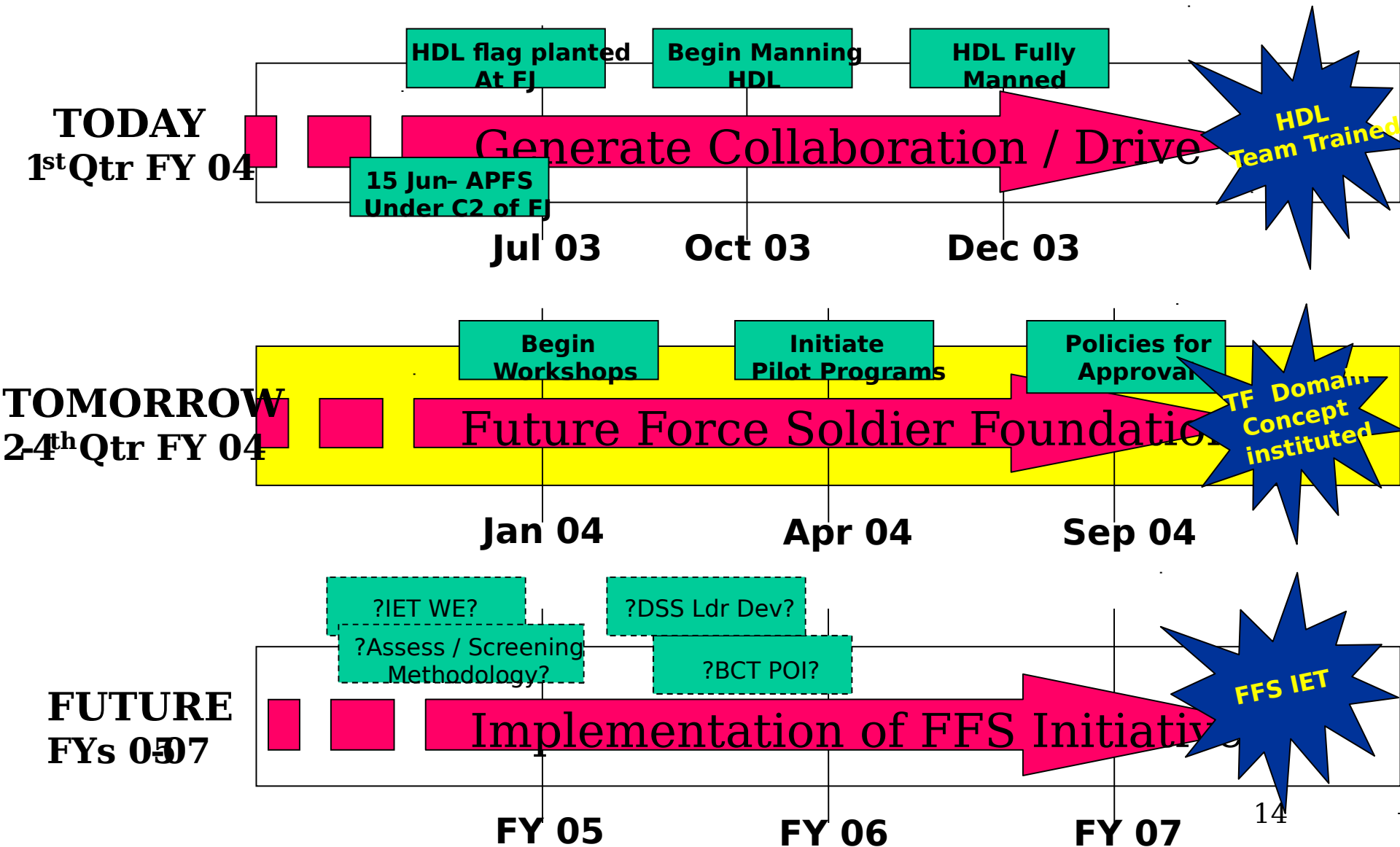
Present For Duty

Not Identified

Unforecasted

★ = Required / Authorized

Operational Milestones



Research

(1 of 3)

USAAC Reg 5-1 Command Studies Program

Physical Domain

- PTRP Bone Rehab – Improving Rehabilitation Outcomes of Overuse Tibial Bone Injuries in IET
- The Association Between Building Type, Outside Air Flow, Troop Crowding and Acute Respiratory Disease Rates
- Athletic Trainers in BCT Bns
- USAAC / APFS Shoe (Test)

Research

(2 of 3)

Cognitive Domain

- FTU (PCU) Cognitive / Physical POI Standardization
- Develop a Cognitive Assessment Model that Identifies High Potential for Successful Completion of BCT
- Support BCT POI Development for the Training of an Expeditionary Soldier “How to Think” Model.

Research

(3 of 3)

Spiritual / Moral Domain

- Develop Stress Countermeasures to Improve BCT Expeditionary Warfighting Hardiness
- Support BCT POI Development in Training Expeditionary Soldier Qualities of...
 - Mental Agility
 - Adaptability
 - Sense of Report
 - Initiative

Army Physical Fitness School Pr

Recruiting Command main effort throughout the next six months

- Establish Pre-BCT Program and determine its effectiveness in lowering attrition
- Produce a video to accompany the Pre-BCT guide for DEP soldiers
- Train the leaders of the Recruiting School immediately
- Integrate the TRADOC SPTP into appropriate POIs

Cadet Command

- Prepare a SPTP for of MLS I- IV in preparation for Warrior Forge
- Assist in their application of Army Water Survival Training and the
- Train selected Leader Cadets in the execution of the TRADOC SPTP

IMT

- Meet all requests for training of the SPTP across BCT, AIT and O
- Begin development of a SPTP that supports the physical requirements

***No longer is a Soldier's worth determined by his
distance from the
frontline - Gen. William H. Hoomaker, CSA***

Dimension Lab

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